



State of South Carolina
Office of The Lieutenant Governor

André Bauer
Lieutenant Governor

Office on Aging
Cornelia D. Gibbons
Director

Ms. Ria Benedict
U.S. Department of Labor
Employment and Training Commission
Francis Perkins Building
200 Constitutional Avenue, N.E.
Washington, DC 20210

Dear Ms. Benedict:

Enclosed please find a copy of the South Carolina SEP State Coordination Plan for 2005-2006. We thank you for giving us an extension on the deadline because of extenuating circumstances in our office.

We look forward to working another year with the U.S. Department of Labor as we move forward with new guidelines, and in our case, a new grantee managing the program. We are encouraged by their performance to date, and expect more older South Carolinians to receive services through the SCSEP program in the next year.

Thank you for your support in our efforts to complete the Plan.

Sincerely,

A handwritten signature in cursive script that reads "Cornelia D. Gibbons".

Cornelia D. Gibbons

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**State of South Carolina
Lieutenant Governor's Office on Aging
SCSEP State Coordination Plan 2005**

Introduction

Coordination Plan Purpose

The purpose of the Senior Community Service Employment Program (SCSEP) Coordination Plan (hereinafter referred to as "the Plan") is to enhance older worker employment services by improving coordination among organizations engaged in older worker activities. The Plan will be used as a guide for SCSEP providers as they plan for activities within our state.

The Older Americans Act (OAA) Amendment of 2000 was signed into law on November 13, 2000. The amendment was designed to strengthen and improve delivery of important services to older workers through a network of providers on a local, state and national level. The amendment's main focus is to compel grantees and other workforce organizations to formalize their partnerships so as to improve recruitment, training, and employment for older individuals.

As described in this Plan, the SCSEP program fosters and promotes useful part-time training opportunities in community service organizations for unemployed low-income persons who are 55 years of age or older and who have poor employment prospects. Additionally, SCSEP promotes individual economic self-sufficiency and increases the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors by providing individuals with appropriate training for targeted jobs in the community. New regulations have strengthened the role of the State Unit on Aging (SUA) in ensuring that seniors receive services in a more coordinated manner.

South Carolina's Vision of the One-Stop Delivery System:

- Increase the partnerships currently in place to meet the needs of more older workers and potential employers;
- Link services across agencies and programs, replacing fragmentation and duplication with coordination and consolidation;
- Promote collaboration between the One-Stop and SCSEP systems by the establishment of Memoranda of Agreement with local One-Stops.

Important Changes in Administration of the SCSEP Program in South Carolina

The coordination plan is under the direction of the Governor, or his designee, which in South Carolina is now the Lieutenant Governor's Office on Aging (LGOA). The SUA was moved from the SC Department of Health and Human Services to the Lieutenant Governor's Office by proviso effective July 1, 2004. The intent was to give the SUA more visibility and the ability to bring senior issues to the attention of state policy makers and legislators.

In addition to the above-mentioned change, the LGOA competitively procured its OAA services for the first time in years. All OAA services were procured by the Area Agencies on Aging (AAAs). The LGOA procured SCSEP services at the state level. The decision to procure SCSEP was based on the need to improve performance and institute needed changes by selecting one entity to manage all state positions. Experience Works, Inc. received this grant effective January 1, 2005. Prior to that time, four AAAs managed the state SCSEP program in their regions.

The timing of the contract with Experience Works was not ideal in that the AAAs only had a six-month grant to run the program during the 2004-2005 grant period. Experience Works has had a short time to move 167 workers into their system, collect information from trainees and training sites, and provide accurate, timely information for state and federal reporting. The transition

period has been challenging, but the LGOA looks forward to the next year, expecting increased coordination, communication and performance at all levels.

South Carolina's Coordination Plan

Section 1. Plan Participation

This section briefly explains the process the LGOA used to ensure participation of interested individuals and groups in the development of the State Plan.

The Amended and Reauthorized OAA of 2000, Section 503 requires that the Governor of each State submit annually a *State SCSEP Coordination Plan* to the U.S. Secretary of Labor. The Plan is intended to improve coordination among organizations engaged in activities, to enhance employment services, and to provide community service opportunities to older workers.

The LGOA has solicited input into the plan in the following ways:

- Informing organizations of the proposal;
- Making drafts available to these organizations for review and comment; and
- Collecting information from these agencies to develop a process to achieve the goals outlined in the plan.

The LGOA will work more closely with all grantees in South Carolina in 2005-2006 to assess, plan and execute these goals. Regular contact is ongoing to discuss mutual concerns and to develop a statewide Equitable Distribution Plan. E-Mail was used because it is quick and efficient, and can be shared with all parties involved.

Section 2: Involvement of Organizations and Individuals

The LGOA serves as the principal agency in this endeavor and is responsible for initiation and facilitation of meetings and correspondence for the SCSEP State Coordination Plan. LGOA also conducts the necessary research to develop the Plan and is responsible for collecting the information for distribution among plan development participants.

The organizations identified as “program providers” contributed information based on the activities and results experienced within their own programs, along with information gathered from the Quarterly Progress Reports submitted to USDOL.

The objective is to develop a program delivery mechanism that builds on the One-Stop Workforce Center system, mandated under the federal Workforce Investment Act (WIA). The One-Stop system provides a comprehensive set of employment services to help individuals become economically and socially self-sufficient. The SCSEP program is required to be part of the One-Stop System. Many of the Councils of Government (COGs) in our state have partnered with local One-Stops to meet the needs of older workers. To foster improved coordination between SCSEP and WIA providers, greater communication and coordination efforts have been taken during the 2004 – 2005 grant period.

Below is a list of organizations and groups of individuals that contributed to the development of the Plan for 2005 - 2006.

- State Sub-grantee: Experience Works
- National Sponsors: Experience Works, AARP, Senior Service America, U.S. Forest Service
- State and Local Workforce Investment Boards
- Public and Private nonprofit Agencies
- State Workforce Investment Administrative Department (SWIAD)

Section 3: Comments

This section briefly summarizes public comments received on the Plan.

Due to time constraints concerns expressed by many states, comments on the plan will be forwarded to USDOL as an addendum to the plan by July 1, 2005. Copies of the Plan will be distributed through the Aging Network to all inquiring parties and will be posted on the Lt. Governor's Office on Aging website. One comment has been received to date and can be found as Attachment I.

Section 4: State Plan Provisions

The Plan briefly identifies action items, and where appropriate, notes progress. The document should be formulated so that it is useful to all Title V grantees and organizations operating in the State. It will be submitted electronically. The required plan provisions are described below.

a. Basic Distribution of Positions

(Equitable Distribution): References are made to the Equitable Distribution report which was submitted in response to Older Worker Bulletin 01-02 and which is required by OAA Section 508. This report provides the basic information needed to assess the location of eligible population and the current distribution of people being served as required at Section 503(a)(4)(A and)(B) of the OAA. The report summarizes and identifies the areas, if any, that are significantly under-served or over-served.

South Carolina continues to work toward equitable distribution of SCSEP slots so all eligible persons have reasonable access to employment under the program. The Plan ensures greater coordination of SCSEP activities from all sponsors operating in the state.

Under this plan, all SCSEP state and national sponsors were invited to participate in a series of e-mails to review the statewide equitable distribution plan. Slot allocations to each county were determined based on Census 2000 data, and all sponsors worked to re-allocate slots to avoid over-serving or under-serving in any given area.

All but a few counties are considered equitably served (see Equitable Distribution Plan). The LGOA, sub-grantees and national sponsors will continue to work diligently to have an equitable distribution of SCSEP positions across the state. There are several issues affecting the ability to distribute slots equitably, including high unemployment rates in many counties, rural access considerations, and the inability to locate training sites in these areas. Also, some National Sponsors do not have resources to expand services to certain areas. The LGOA will take an active role in working on inequities and to allocate slots appropriately.

Experience Works has offered several changes to improve slot distribution. Senior Services America moved 14 slots to previously unserved Colleton County. South Carolina SCSEP program is proud to acknowledge that collaboration has produced equity in 10 counties. An additional 11 counties are only one or two over or under served. One county, Horry, is very under served. Horry County includes Myrtle Beach, a popular resort where wages are very high for entry-level positions. Two counties (York and McCormick) are very over served. York County will be targeted for improvement this coming year. McCormick County is in the United State Forest Service's area of the state where additional positions are justified. The remaining counties are 3-4 positions under- or over-served.

South Carolina's Equitable Distribution Report follows on next 2 pages:

SCSEP Equitable Distribution Report

Please fill in the current number of positions for your state and for each national grantee within your state. Totals and differences will calculate automatically.
Adjust column widths as needed. (You may remove columns for national

County	Distribution Factor	Equitable Share	State	AARP	EW	SSA	USFS	Totals	Diff.
Abbeville County, SC	0.0090	7	0		6			6	-1
Aiken County, SC	0.0344	28	0		23			23	-5
Allendale County, SC	0.0055	5	0			3		3	-2
Anderson County, SC	0.0468	38	9	29				38	0
Bamberg County, SC	0.0079	6	0		4			4	-2
Barnwell County, SC	0.0092	8	0		4			4	-4
Beaufort County, SC	0.0193	16	0		16			16	0
Berkeley County, SC	0.0225	18	0			10	7	17	-1
Calhoun County, SC	0.0055	5	0		3			3	-2
Charleston County, SC	0.0660	54	0			46	8	54	0
Cherokee County, SC	0.0151	12	8	4				12	0
Chester County, SC	0.0099	8	0	12				12	4
Chesterfield County, SC	0.0166	14	10	4				14	0
Clarendon County, SC	0.0144	12	0		11			11	-1
Colleton County, SC	0.0141	12				14		14	2
Darlington County, SC	0.0250	20	4	16				20	0
Dillon County, SC	0.0116	10	7	3				10	0
Dorchester County, SC	0.0164	13	0		2	12		14	1
Edgefield County, SC	0.0073	6	0		5		1	6	0
Fairfield County, SC	0.0098	8	0		7			7	-1
Florence County, SC	0.0346	28	5	28				33	5
Georgetown County, SC	0.0160	13	10		3			13	0
Greenville County, SC	0.0809	66	22	44				66	0
Greenwood County, SC	0.0205	17	0	9			10	19	2
Hampton County, SC	0.0083	7	0			8		8	1
Horry County, SC	0.0388	32	12		10			22	-10
Jasper County, SC	0.0071	6	0		6			6	0
Kershaw County, SC	0.0142	12	6		2			8	-4
Lancaster County, SC	0.0177	15	0	16				16	1
Laurens County, SC	0.0236	19	0	13				13	-6
Lee County, SC	0.0088	7	0		7			7	0

Lee County, SC	0.0088	7	0		7			7	0
Lexington County, SC	0.0341	28	10		10			20	-8
Mc Cormick County, SC	0.0041	3	0		1		14	15	12
Marion County, SC	0.0129	11	6	5				11	0
Marlboro County, SC	0.0123	10	2	8				10	0
Newberry County, SC	0.0114	9	0		1		11	12	3
Oconee County, SC	0.0189	15	3	2			10	15	0
Orangeburg County, SC	0.0364	30	0		27			27	-3
Pickens County, SC	0.0230	19	9	10				19	0
Richland County, SC	0.0554	45	19		20		6	45	0
Saluda County, SC	0.0067	5	0		2			2	-3
Spartanburg County, SC	0.0627	51	10	34				44	-7
Sumter County, SC	0.0299	25	12		13			25	0
Union County, SC	0.0101	8	0	11				11	3
Williamsburg County, SC	0.0168	14	3	11				14	0
York County, SC	0.0287	24	0	35				35	11
TOTALS:	1.0000	819	167	294	183	93	67	804	-15

SLOTS MOVED:

- 1 from Marion County to Richland County
- 1 from Marlboro County to Richland County
- 1 from Lee County to Bamberg County
- 2 from Cherokee County to Anderson County
- 2 from Cherokee County to Greenville County
- 3 from Oconee County to Pickens County
- 1 from Sumter County to Bamberg County
- 2 from Darlington County to Chesterfield County
- 1 from Dillon County to Chesterfield County
- 1 from Marion County to Kershaw County

Senior Services of America (SSA) moved 14 slots to Colleton, an unserved county.

Experience Works gave 8 slots to AARP in York County: 3 were taken from

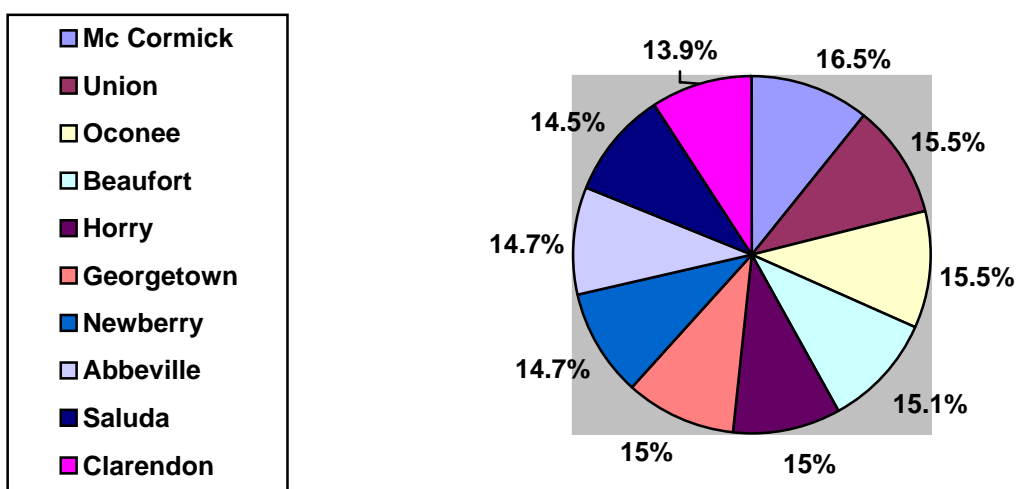
Georgetown, 1 from Newberry, 1 from Sumter, and 3 from McCormick.

Experience Works took two slots out of Colleton since it was not covered by SSA, and put 1 in Richland and 1 in Kershaw

b. Rural and Urban Populations

The following graph depicts the top ten counties with the highest 65 and older population according to Census 2000. Of the top ten McCormick, Union, Oconee, Georgetown, Newberry, Abbeville, Saluda and Clarendon are rural counties. McCormick, Abbeville, Union and Clarendon are considered South Carolina's "least developed."

Source: South Carolina Association of Counties and South Carolina Rural Development Council



Top ten counties with the greatest 65+ population in 2000. Source: US Bureau of the Census

Thirty-seven of the forty-six counties in South Carolina are classified as rural. In 2002, the rural population in South Carolina was 29.8%. Services are more difficult to deliver in these areas due to the distances between participants and the services, higher transportation costs, and the increased amount of time needed to find, train and employ participants.

Recruitment

Recruitment costs are greater in rural areas due to the factors listed above. Rural counties are often composed of several small towns with individual newspapers, community services, and "information networks." In addition, those who live in isolated rural areas may be the most in need. It is difficult to identify participants through typical recruiting methods used in urban areas.

Limited Host Agencies and Supportive Services

Rural areas often have limited training sites and sources for supportive services. Fewer non-profit organizations are located near potential rural participants, limiting the number of host agencies participating in community service programs. There are barriers to accessing supportive services, such as transportation.

Training and Job Placement

The educational level and skills of rural participants are often lower than other SCSEP participants. Many factors hinder access to opportunities for training and job placement including transportation constraints, distance, fewer employers with open positions, or non-profit agencies needing part-time short-term participants.

Barriers to Employment

Participants living in rural areas are more likely to be older, poorer, have increased health conditions, lack educational skills, and have limited access to transportation. As a result, more intensive services are required to prepare rural participants for community service assignments and unsubsidized employment. In South Carolina, 42.3 percent of residents 65 and older have less than a high school education. Most live in rural environments.

Title V Sponsor	Number of Participants Served	% At Poverty Level	% with less than a High School Education
South Carolina	161	77%	47%
AARP	314	82%	42%
Experience Works	167	83%	42%
Senior Service America	68	84%	29%
U.S. Forest Service	67	75%	59%

Source: South Carolina Budget and Control Board, Mature Adults Counts report, 2003

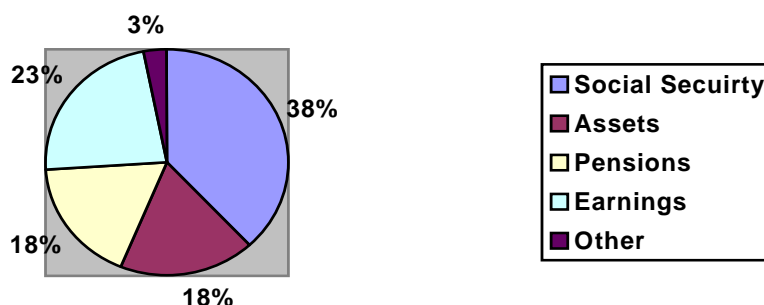
c. Special Populations

Section 503(a)(4)(C) of the OAA requires information about the relative distribution of those eligible individuals with the greatest economic needs, eligible individuals who are minorities, and eligible individuals with the greatest social needs. The following descriptions are used for submitting this information:

Greatest Economic Need means those persons at or below the poverty level established by the USDHHS and approved by the Office of Management and Budget (OMB).

Many older workers need employment to meet their basic needs for housing, food, transportation and medical care. They must subsidize Social Security benefits and/or pensions. Over one-fourth of South Carolinians age 55+ depend solely on Social Security for income. In South Carolina, 11.7% of those 65-74 had incomes below the poverty level, and 17% of those over age 75 live in poverty. Percentages increase significantly among African Americans in our state with 28.2% of those 65-74 and 34.3% of those 75+ below the poverty level. Older workers with incomes at or near poverty level (\$11,637.50 in 2004) may not have adequate pensions, savings, or equities permitting them to retire with the necessary resources to meet basic needs. Many low-income older workers not only want to work, they need to work. (South Carolina Budget and Control Board, Mature Adults Counts report, 2003 and OWB 03-02)

What are the sources of income for South Carolinians 55+?



Source: Federal Interagency Forum on Aging-Related Statistics

The number of eligible older workers is expected to increase nationally from 8.2 million in 1995 to 9.6 million people in 2005. This trend results from the aging baby boomer generation. (Profiles of Older Americans, AoA, 2003 and The National Senior Citizens Education and Research Center, Inc., 1998)

Minorities include: *American Indian or Alaskan Native, Asians, Black or African Americans, Hispanic or Latino Americans, and Native Hawaiian or Other Pacific Islanders.*

Twenty-four % of the 55+ population in South Carolina is considered a minority. Thirty-four % of African-American women age 65+ live in poverty, as compared to only 11.8 % of their white counterparts. Census 2000 for South Carolina showed that while 9.2 % of whites 60+ lived below poverty level, 30.8 % of African-Americans were below poverty.

South Carolina's Aging Population by Age, Poverty Statistics and Minority Percentage

South Carolina SCSEP Regions	Counties Served	Title V Sponsors	Age 60+	Age 85+	Persons 60+ Below Poverty	60+ Minority
Region 1 Appalachia	Anderson, Cherokee, Greenville, Oconee, Pickens & Spartanburg	State, Experience Works, AARP & U.S. Forest Service	172,033	14,010	19,434	21,720
Region 2 Upper Savannah	Abbeville, Edgefield, Greenwood, Laurens, McCormick & Saluda	Experience Works, U.S. Forest Service & AARP	38,533	3,462	5,321	9,062
Region 3 Catawba	Chester, Lancaster, Union & York	AARP	45,392	3,475	5,204	8,244
Region 4 Central Midlands	Fairfield, Lexington, Newberry & Richland	State, Experience Works & U.S. Forest Service	82,761	6,840	8,783	19,744
Region 5 Lower Savannah	Aiken, Allendale, Bamberg, Barnwell, Calhoun & Orangeburg	Experience Works & U.S. Forest Service	51,679	4,089	8,621	17,110
Region 6 Santee-Lynches	Clarendon, Kershaw, Lee & Sumter	State, Experience Works & AARP	34,345	2,704	5,937	12,977
Region 7 Pee Dee	Chesterfield, Darlington, Dillon, Florence, Marion & Marlboro	State & AARP	53,202	4,378	10,002	17,981
Region 8 Waccamaw	Georgetown, Horry & Williamsburg	State, AARP & Experience Works	57,943	3,170	6,332	10,082
Region 9 Trident	Berkeley, Charleston & Dorchester	Senior Service America, U.S. Forest Service & Experience Works	77,367	5,604	9,047	22,268
Region 10 Lowcountry	Beaufort, Colleton, Hampton & Jasper	AARP & Senior Service America	38,227	2,537	4,079	9,087
Totals			651,482	50,269	82,759	148,275

Source: Division of Research and Statistical Services for Persons 65 and Older and Mature Adults Count Report from South Carolina Budget and Control Board

Greatest Social Need means needs caused by non-economic factors. It included persons with physical and mental disabilities; language barriers; and cultural, social, or geographic isolation, including isolation brought about by racial or ethnic status.

Recruitment

Methods of recruitment and selection must ensure that the maximum number of eligible individuals will have an opportunity to participate in the project. Each project sponsor should recruit sufficient numbers of eligible individuals to be enrolled by the project sponsor targeting those with the greatest social need.

SCSEP service providers are linked to mature workers through their local “One-Stops,” local community centers, senior citizens centers/groups, area agencies on aging, and other community-based organizations. Methods used for recruitment include:

Posters, flyers, word of mouth, articles in newsletters, articles in newspapers, articles in church newsletters and bulletins, referrals from host agencies, one stop referrals, job fairs, job clubs at the one stops, internet sites, referrals from other workforce providers and other T5 providers, referrals from Food Stamp office, referrals from social security office, referrals from churches, referrals from current T5 participants and from T5 participants placed on jobs, referrals from business partners.

Disability

As people age, their ability to maintain independence decreases. Based on the 2000 Census data there are 213,448 individuals over age 65 with a disability in South Carolina.

SCSEP currently serves 64 participants who voluntarily declare a disability. SCSEP sub-grantees work with training sites and employers to develop reasonable accommodations for those older workers who require assistance to participate in the SCSEP program and then move into unsubsidized positions.

d. Types of Skills

With ongoing high unemployment rates in South Carolina and businesses closing, employers continue to fill positions quickly. This has been a challenge for older workers in our state. With changes in the workplace dominated by changes in technology, work methods and flexibility, older workers must receive more training to be competitive.

Some SCSEP program providers have indicated that the majority of their SCSEP clients are displaced homemakers who have never worked outside the home. Basic work skill training is essential to serve these participants.

To obtain a better picture of the occupational skills SCSEP participants have and can use in the workplace, SCSEP providers will conduct an assessment. Providers will also use Individual Employment Plans (IEPs) and other sources of information to learn the kinds of expertise needed by employers. This evaluation process will incorporate measures and tracking of data on each participant.

Most of the participants in the SCSEP program in South Carolina provide services to the elderly in the form of nutrition site trainees, employees at Senior Centers or in the transportation area. Many of our sub-grantees are in the process of working with non-profit organizations such as the Red Cross, United Way, Head Start and First Steps to locate additional training sites and to move these participants into new training possibilities or unsubsidized employment.

According to data supplied by the sub-grantees, the skills and strengths that older South Carolinians provide employers include:

- Clerical Skills (although they may be somewhat outdated),
- Administrative Skills (writing letters, answering phones, etc.),
- Interpersonal Skills (the ability to get along well with co-workers and customers),
- Patience (the ability to deal with disruptive customers),
- Ability to work with bureaucracy and to work within it,
- Good work ethics (prompt and dependable)

Some seniors do not wish to seek advanced training. They no longer wish to work in high technology, high skilled or high stress positions, but wish to be productive and useful.

A goal of the SCSEP is to construct programs and training to meet both the needs of the employer and the older worker. The SCSEP will work with others to identify the needs of the current labor market. Information gathered will enable training sites to provide training and resources that will be beneficial in preparing older workers for the current market while giving them skills that will make them more employable.

New performance measures implemented by the OAA 2000 amendments will give states important information on how well the program is meeting new goals established by the Department of Labor.

e. Community Service Needs

“Community Service” means social, health, welfare, and educational services (including literacy tutoring), legal and other counseling services, library, recreational, conservation, maintenance, or restoration of natural resources; community betterment or beautification; antipollution/environmental quality efforts; weatherization activities; economic development; and other services essential and necessary to the community as the State may determine.

SCSEP providers work with community agencies to through “interagency councils”, made up of a collection of non-profit, local, state and federal agency representatives

The challenge continues to be the limited community resources of service organizations. Older workers can receive training, but are often unable to find permanent employment at the completion of the training.

Coordination with the Workforce Investment Act

A narrative description of measures taken by all the SCSEP grantees in the State to carry out the activities under the Workforce Development Act is provided, along with steps to be taken to encourage and improve coordination.

One-Stop Workforce Centers have established and maintained working relationships with providers of SCSEP to ensure the availability of adequate outreach services to older individuals. Referrals are made among and between agencies, and resources are coordinated to provide the best possible services tailored to the needs of older individuals.

One-Stop Workforce Centers, along with SCSEP providers and National Sponsors are working together to meet the needs of older workers. Most One-Stop Workforce Centers in South Carolina have an Older Worker Specialist who works with older individuals seeking employment. This is accomplished with the assistance of SCSEP staff and the commitment of local Workforce Center staff. This ensures that older workers are offered core, intensive and/or training services as needed. In 2005, The State Unit on Aging will work to continue to improve the collaboration between One-Stops, National Sponsors and SCSEP sub-grantees

at all levels (See attachment two which summarizes the current status of the development of MOUs between One Stops and SCSEP programs in South Carolina.)

Attachment II contains current Memoranda of Understanding (MOUs), with information from national sponsors and the state grantee. All MOUs are completed except for the US Forest Service (USFS), which is currently working on partnerships in those areas. The State will work with the USFS and other possible incomplete partnerships to ensure the development of this MOU during 2005-2006. Source: 2003 South Carolina One-Stop Directory

Cooperative relationships have been established with other social service agencies through mutual referrals and other arrangements. These entities include local housing authorities, Meals on Wheels programs, elderly nutrition projects, community health programs, United Way, community soup kitchens, clothes closets and food pantries, Salvation Army, Good Will, other faith-based programs, county social service departments and area mental health agencies.

Avoidance of Disruptions

The State Plan must describe the steps the Governor, or his/her designee, will take to avoid disruptions. When there are new Census data indicating that there has been a shift in the location of the eligible population or when there is over-enrollment for any other reason, the Department recommends that all grantees gradually shift positions and encourage employment to make positions available for eligible individuals in the areas where there has been an increase in the eligible population. The Department does not define disruptions to mean that participants are entitled to remain in a subsidized community service employment position indefinitely.

Disruptions in providing community service employment opportunities will be avoided. When new census data indicate that there is a shift in the location of eligible populations or when there is over-enrollment for other reasons, the Governor or his designee will recommend that all SCSEP grantees in the state whose areas are affected by this change gradually shift positions and encourage unsubsidized employment in overserved areas so that authorized SCSEP positions may be moved to areas that are underserved. The shift will be gradual as participants transition into unsubsidized employment or leave the program for other reasons. This does not mean that participants are entitled to stay in the given subsidized community service assignment or in a subsidized employment position indefinitely.

The State takes the position that the slots are person centered and not site centered. The State develops the SCSEP Equitable Distribution (ED) Report with the help and contributions of all the SCSEP sub-grantees and SCSEP National Sponsors. When the ED Report is completed, the state will recommend to organizations and sub-grantees any changes that need to occur in the location of their SCSEP authorized positions in order to serve eligible populations equitably.

Section 5. Plan Recommendations

a. Basic Distribution of SCSEP Positions

It is recommended that the organizations representing older workers work together to address the unequal distribution of positions particularly in McCormick and Horry Counties. History has shown that the availability of training sites and jobs has discouraged providers from finding positions in McCormick County. Horry County is a tourist county where jobs are plentiful, even though the equitable distribution is high.

In the past, SCSEP sponsors have made some effort to reduce the number of positions in overserved counties and increase the number of positions in underserved counties. We

commend these efforts and encourage all sponsors to continue to achieve an equitable distribution of authorized positions. We encourage all SCSEP providers in the regions that are significantly underserved or overserved to redistribute their SCSEP authorized positions in order to serve all areas of the state in an equitable manner. The State will take a more active role in working with those sponsors that are historically reluctant to move slots.

Such changes can be made when attrition opens a position. Disruptions in providing community service employment opportunities for current enrollees must be avoided.

b. Cooperation, Collaboration and Coordination:

We urge service providers to coordinate and cooperate with each other as they make plans to locate at a One-Stop Center. We encourage all sub-grantees and sponsors to co-locate at One-Stop Centers to reduce administrative/travel costs, especially in low-population counties where there are only a few authorized SCSEP positions.

There has been some lack of understanding at some One-Stops about the dual roles of the sponsors and state sub-grantees. The LGOA provided training for One-Stop employees regarding the SCSEP program and the changes in the regulations implemented in April 2004. This training outlined the purpose of SCSEP, the roles of both sponsors and state sub-grantees, and how the program interfaces with the WIA.

b. Special Populations

We will continue to emphasize the SCSEP priorities of serving those over 60, veterans and spouses of veterans, those with the greatest economic need, those who are minorities and those with the greatest social need. We intend to continue to collaborate with agencies that serve persons with physical and mental disabilities, language barriers, and cultural, social or physical isolation brought about by racial or ethnic status or poverty level income. We expect to work with those organizations to facilitate providing needed services to special populations at One-Stop Centers.

Intergenerational training sites have been successful when tried in South Carolina. We recommend that sub-grantees and sponsors document their efforts to recruit schools as training and placement sites.

We recommend that the Secretary of Labor demonstrate support of older persons who need to return to the workforce by strongly encouraging State Departments of Labor and other partner organizations in the workforce development system to make necessary changes in assessment procedures and instruments so that more of these older persons are able to access training opportunities through their programs when appropriate.

c. Type of Skills

We intend to help older adults gain skills by improving the development of their Individual Employment Plan (IEP). This plan will be more in depth than in the past by identifying specific skills needed by the participant for a particular goal. The IEP should be written clear enough that it specifically targets remedial training and job-specific training. A variety of training settings will be sought and tailor-made for motivated individuals, such as on-the-job skills development and classroom training in public and non-profit agencies and institutions, as well as with the private sector.

Although, many current SCSEP workers and graduates are in the middle-old (60-69) to old-old (70+) age range, we recommend that the Secretary of Labor continue to develop initiatives that recognize the need for services which target young-old (55-59) workers. Baby-boomers are still aging, and many of them will need assistance in changing careers before they retire. It is very timely to increase the development of training methods and

curricula that are responsive to the specific learning styles and unique training needs of older persons. Use of Set-Aside programs, such as the WIA 3% and 5% Set Asides for Older Persons, could provide the employment and training services that many older persons need.

d. Community Service Needs

The challenge of the SCSEP continues to be providing workers to community service organizations versus meeting the ever-growing need of seniors to find unsubsidized placement. Although some seniors would prefer to stay in their subsidized roles for a variety of reasons, the program's intent is to train the worker so that the person may be hired by the community service organization or find employment elsewhere. It must be stressed that the slot follows the individual's need for training, not the community service organization's need for the worker. Each enrollee's community service assignment will be based on the assessment and the enrollee's IEP, and will give the enrollee the opportunity to develop marketable job skills and transition into paid employment.

The SCSEP program has been considered a service to community service organizations in the past. With recent regulation changes, community service organizations may need an incentive to "train" older workers, knowing that unless they can hire the person, they may lose the person to another employer.

South Carolina will have to work diligently to retain past community service partners while recruiting new ones.

ATTACHMENT I (Comments)

Comments from Regina Ratterree, Program Coordinator, South Carolina Employment Security Commission

SCSEP STATE COORDINATION PLAN 2005

Comments by the SC Employment Security Commission

The South Carolina Employment Security Commission is the public agency that provides employment services under the US Department of Labor in South Carolina. As we assist workers needing employment and employers who need workers, we strive to coordinate also with state agencies and others who provide supportive services, training, and other needed assistance. For many years we have worked with the Senior Community Service Employment Program (SCSEP), to include recruitment of qualified applicants, certification of eligibility for certain sponsors of work experience slots, and serving as a work site in a few instances. We maintained a working agreement for coordination and referral purposes with the SC Department of Health and Human Services. This will expire at the end of this program year on 6-30-05, and the Aging Services have been moved to the Lieutenant Governor's Office. They are contracting administrative work for Title V to Experience Works. However, we plan to continue to coordinate with Title V operators in our Workforce Centers/One-Stops across the state. We plan to continue to refer interested customers to SCSEP operators. Where partnerships are developed with local Workforce Investment Act (WIA) areas, Workforce Centers, and Title V, there will be a local memorandum of agreement for the One-Stop.

Our offices serve every county of the state. We recognize the need to assist older workers in locating suitable employment and to overcome barriers that may be associated with age, disability, lack of transportation, lack of education, computer skills, or other training. We look forward to continuing to work with Title V program operators.

It is my responsibility to provide state level program coordination for special applicant target groups, such as older workers, youth, and people with disabilities. If you have any questions, please feel free to contact me at 803-737-2593 or rratterree@scses.org.

Regina Ratterree
Program Coordinator
Employment and Training Technical Services

ATTACHMENT II (MOU LISTINGS)

GRANTEE: AARP				
LOCAL AREA	MOU YES/NO	COMPLETE BY	MOU TYPE	MOU PARTNERS
Greenville	Yes		Single	▪ Greenville One0Stop
Upstate	Yes		Single	▪ Greenville One0Stop
Pendleton District Abbeville Edgefield Greenwood Laurens McCormick Saluda	No	After 07/01/2005		
Chester Lancaster York Union	Yes		Blanket	<ul style="list-style-type: none"> ▪ Catawba Workforce Investment Board ▪ Catawba COG ▪ SC Employment Security Comm. ▪ York Technical College ▪ Adult Education ▪ AARP ▪ SC Department of Social Services ▪ SC Indian Development Council ▪ SC Vocational Rehabilitation ▪ Carolina Community Action ▪ Housing Authority
Chesterfield Darlington Dillon Florence Marion Marlboro	Yes		Blanket	<ul style="list-style-type: none"> ▪ Pee Dee Workforce Area ▪ Pee Dee COG ▪ Poyner Adult Education ▪ SC Employment Security ▪ Telemon Corp ▪ AARP ▪ Voc ▪ Rehab ▪ Commission for the Blind ▪ Housing Authority ▪ Florence-Darlington Tech ▪ SC Indian Development Council ▪ Vocational Rehabilitation
Georgetown Horry Williamsburg	No	09/05		<ul style="list-style-type: none"> ▪ Kingstree, Georgetown, and Coastal Workforce Centers ▪ Waccamaw Workforce Area
Beaufort	Yes		Single	<ul style="list-style-type: none"> ▪ Beaufort One-Stop ▪ AARP Foundation
Jasper	Yes		Single	<ul style="list-style-type: none"> ▪ Ridgeland One-Stop ▪ AARP Foundation

GRANTEE:		EXPERIENCE WORKS		
LOCAL AREA	MOU YES/NO	COMPLETE BY	MOU TYPE	MOU PARTNERS
Aiken Bamberg Barnwell Calhoun Allendale Orangeburg	Yes		Blanket	<ul style="list-style-type: none"> Orangeburg ESC One-Stop Allendale ESC One-Stop Aiken ESC One-Stop Lower Savannah Council of Governments (COG)
Florence Marlboro Dillon Marion Darlington Chesterfield	Yes		Blanket	<ul style="list-style-type: none"> Pee Dee Workforce Investment Board Pee Dee One-Stop Workforce System
New Counties for this Grantee: Richland Lexington Sumter Kershaw Anderson Abbeville Cherokee Horry Georgetown	No	07-01-2005		One-Stops in each of these counties will partner with this Grantee.

GRANTEE:		SENIOR SERVICE AMERICA		
LOCAL AREA	MOU YES/NO	COMPLETE BY	MOU TYPE	MOU PARTNERS
TRIDENT Berkeley Charleston Dorchester :	Yes		Single	<ul style="list-style-type: none"> Trident One-Stop Career Center Charleston Area Senior Citizens Services, Inc.
New counties for this Grantee: Allendale Charleston Colleton Dorchester Hampton	No	07-01-2005		

GRANTEE:		US FORESTRY SERVICE		
LOCAL AREA	MOU YES/NO	COMPLETE BY	MOU TYPE	MOU PARTNERS
Berkeley Charleston Edgefield Greenwood McCormick Newberry Oconee Richland	No	07-01-2005	Single	<ul style="list-style-type: none"> One-Stop Career Centers SC Employment Security Comm.